Alberta Employment and Immigration

January 2009

Bargaining Update

Summary of Key Alberta Labour Activity

Bargaining Update provides a summary of key labour settlements and disputes, economic trends and other factors or events relevant to the Alberta labour scene.

Bargaining Update

Introduction

Bargaining Update provides information about the unionized workforce, primarily in Alberta. There are approximately 2,019,100[1] Albertans employed, of which about 355,500 are self-employed. The unemployment rate nationally has increased to 6.6%, while in Alberta the average rose sharply from 3.4% to 4.1%, which is 0.9% higher than the December of 2007 rate. There are approximately 410,900 Albertans covered by union agreements. Alberta's union membership rate is 24.8% while nationwide the union membership rate is 31.5%[2]

[1]Seasonally adjusted

[2]Statistics Canada Labour Force Survey (LFS)

Highlights

A Compulsory Arbitration Board (CAB) has been established involving negotiations between the East Central Ambulance Association and the HSAA.

Quarterly Public and Private Sector Settlement Trends in Alberta

Number of Employees Covered by Ratified Collective Bargaining Agreements															
Year	2006					2007					2008				
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2	3	4	Total
Public	13,501	2,153	1,169	5,055	**21,878**	1,571	3,772	49,487	3,672	**58,502**	2,390	4,908	26,593	12,912	**46,803**
Private	3,971	6,037	7,174	1,967	**19,149**	4,031	4,336	12,638	14,857	**35,862**	18,284	9,544	2,277	6,281	**36,386**
All	17,472	8,190	8,343	7,022	**41,027**	5,602	8,108	62,125	18,529	**94,364**	20,674	14,452	28,870	19,193	**83,189**
Average Annual Wage Change %															
Year	2006					2007					2008				
Quarter	1	2	3	4	Total	1	2	3	4	Total	1	2	3	4	Total
Public	3.1	3.7	3.3	4.0	**3.4**	5.1	4.2	4.9	3.8	**4.8**	4.7	5.0	4.3	5.1	**4.6**
Private	4.1	3.6	3.5	4.2	**3.7**	4.2	5.8	5.9	6.0	**5.7**	3.8	5.2	6.5	5.3	**4.6**
All	3.3	3.6	3.4	4.1	**3.5**	4.4	5.1	5.1	5.5	**5.1**	3.9	5.1	4.4	5.1	**4.6**

Public sector settlements do not reflect Alberta Teachers' Association (ATA) settlements due to pending settlement information for 2009-2012. Current settlements for teachers include a 3.0% increase for 2007 and 4.53% for 2008.

Note:
Employee counts may change over the term of the Collective Bargaining Agreement (CBA). The number of employees covered by an agreement is based on the number of employees reported when a CBA is filed. Settlement data reflects the percent change in wages over the term of the agreement.

Wage change percentages are weighted. Details of the calculation methodology can be obtained from the Data Development and Evaluation Branch of Alberta Employment and Immigration by calling (780) 427-8531.

Wage Settlements In Alberta By Industry – 2006 to 2008 (January)

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change Weighted Average Annual	Percentage Change Total Over Duration
Accommodation And Food Services					
2008	5	472	28.8	4.0	11.5
2007	6	959	51.4	2.7	12.4
2006	7	1,197	40.0	2.6	8.7
Administrative And Support, Waste Management And Remediation Services					
2008	1	65	24.0	2.4	4.8
2007	6	415	39.8	5.3	19.1
2006	5	628	27.0	6.0	11.3
Agriculture, Forestry, Fishing And Hunting					
2008	0	0	0.0	0.0	0.0
2007	0	0	0.0	0.0	0.0
2006	0	0	0.0	0.0	0.0
Arts, Entertainment And Recreation					
2008	0	0	0.0	0.0	0.0
2007	6	539	34.2	6.0	17.0
2006	3	323	21.6	4.4	8.8
Construction					
2008	13	8,258	43.9	5.9	23.2
2007	36	23,436	45.1	5.9	24.1
2006	15	898	27.6	6.0	13.7
Educational Services*					
2008	71	36,303	52.1	2.2	9.0
2007	33	16,813	39.8	2.4	6.7
2006	38	18,177	23.0	3.7	7.3
Finance And Insurance					
2008	2	9	36.0	5.7	18.0
2007	1	1,890	24.0	7.3	15.1
2006	0	0	0.0	0.0	0.0
Health Care And Social Assistance					
2008	35	47,732	39.1	4.6	15.6
2007	48	29,883	34.4	4.7	14.5
2006	40	13,961	41.3	2.8	9.9
Information And Cultural Industries					
2008	1	55	24.0	7.3	15.1
2007	7	271	33.2	4.0	11.2
2006	7	1,276	35.0	3.8	11.3

*Public sector settlements do not reflect Alberta Teachers' Association (ATA) settlements due to pending settlement information for 2009-2012. Current settlements for teachers include a 3.0% increase for 2007 and 4.53% for 2008.

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
Management of Companies And Enterprises					
2008	0	0	0.0	0.0	0.0
2007	0	0	0.0	0.0	0.0
2006	0	0	0.0	0.0	0.0
Manufacturing					
2008	19	1,962	34.6	6.6	18.8
2007	45	4,039	34.2	4.8	14.2
2006	44	4,257	36.1	3.2	10.1
Mining And Oil And Gas Extraction					
2008	1	50	32.0	3.1	8.5
2007	3	2,477	32.3	7.1	20.4
2006	1	150	36.0	3.7	11.4
Other Services (except Public Administration)					
2008	8	151	26.8	9.0	20.2
2007	5	192	28.0	6.5	14.5
2006	14	564	27.9	4.3	10.4
Professional, Scientific And Technical Services					
2008	0	0	0.0	0.0	0.0
2007	0	0	0.0	0.0	0.0
2006	0	0	0.0	0.0	0.0
Public Administration					
2008	19	1,846	33.8	5.9	17.4
2007	29	23,137	35.5	4.8	14.6
2006	30	10,208	34.0	3.8	11.3
Real Estate And Rental And Leasing					
2008	2	40	29.7	7.6	20.3
2007	1	73	24.0	10.1	21.3
2006	1	17	24.0	4.2	8.6
Retail Trade					
2008	9	15,347	43.0	3.1	12.8
2007	2	104	36.0	3.7	11.4
2006	1	35	48.0	3.5	14.6
Transportation And Warehousing					
2008	11	918	37.2	7.5	24.5
2007	16	3,217	35.9	4.5	14.1
2006	13	1,223	50.6	3.4	15.0
Utilities					
2008	5	1,411	24.5	4.5	9.4
2007	12	2,870	31.3	5.2	14.8
2006	7	1,743	24.9	3.2	6.9

*Public sector settlements do not reflect Alberta Teachers' Association (ATA) settlements due to pending settlement information for 2009-2012. Current settlements for teachers include a 3.0% increase for 2007 and 4.53% for 2008.

Time period of Settlement by Industry	Number of Agreements	Number of Employees	Weighted Avg. Duration (months)	Percentage Change	
				Weighted Average Annual	Total Over Duration
Wholesale Trade					
2008	4	963	46.5	5.0	26.2
2007	2	72	24.0	5.7	11.7
2006	5	913	67.4	3.4	21.2

*Public sector settlements do not reflect Alberta Teachers' Association (ATA) settlements due to pending settlement information for 2009-2012. Current settlements for teachers include a 3.0% increase for 2007 and 4.53% for 2008.

Alberta Settlements

(Note: Settlements presented in this section are selected from those with 100 or more employees.)

Employer	Union	No. of Employees	Duration (months)	Expiry Date	Terms
Educational Services					
MacEwan college	Faculty Association	750	36	2011-06-30	1st year 4.5% 2nd year 4.5% 3rd year wage reopener
Red Deer College	Faculty Association	275	24	2010-06-30	1st year 4.0% plus 1.0%-3.0% for those at the top of the wage grid 2nd year wage reopener

Major Negotiations Underway

Employer	Union	No. of Employees	Expiry Date	Details
Public Sector				
Northern Lights Health Region	CEP, Local 707	375	31-Mar-08	Negotiations continue.
Good Samaritan Society (Edmonton area)	AUPE	1,200	30-Jun-08	Negotiations continue.
Peace County Health Region – Emergency Medical Services	HSAA	150	31-Mar-08	Negotiations continue.
Parkland Community Living	AUPE	460	First Agreement	Negotiations continue.
NAIT	AUPE	700	30-Jun-07	Arbitration.
MacEwan College	Support Staff Association	620	30-Jun-08	Negotiations continue.
Grande Yellowhead Public Regional School Division	CUPE, Local 1357	300	31-Aug-08	Negotiations continue.
Calgary Public School District	CUPE, Local 40	713	31-Aug-08	Negotiations continue.
St. Albert Protestant Separate School District	CUPE, Local 1099	250	31-Aug-08	Negotiations continue.
Buffalo Trail Public School Division	CUPE, Local 1606	200	31-Aug-08	Negotiations continue.
Fort McMurray Separate School Division	Support Staff Association	160	31-Aug-08	Negotiations continue.
City of Calgary	Firefighters, Local 255	1184	31-Mar-06	In Arbitration.
Regional Municipal District of Wood Buffalo	Firefighters, Local 2494	137	31-Dec-07	In Arbitration.
City of Calgary	Police Association	1,440	09-Jan-09	Negotiations continue.
City of Calgary (inside workers)	CUPE, Local 38	2,800	04-Jan-09	Negotiations continue.
City of Calgary (outside workers)	CUPE, Local 37	2,040	04-Jan-09	Negotiations continue.
City of Edmonton	Police Association	1,450	24-Dec-08	Negotiations continue.
City of Edmonton (inside workers)	CSU 52	3,287	20-Dec-08	Negotiations continue.
City of Edmonton (outside workers)	CUPE, Local 30	1,719	20-Dec-08	Negotiations continue.
City of Edmonton	ATU, Local 569	1,500	24-Dec-08	Negotiations continue.
City of Lethbridge	CUPE, Local 70	627	31-Dec-08	Negotiations continue.
City of Medicine Hat	CUPE, Local 46	600	31-Dec-08	Negotiations continue.
Private Sector				
Hinton Wood Products	CEP, Local 855	636	31-May-08	Negotiations continue.
Canada Safeway – Lucerne Foods Meat Plant (Calgary)	UFCE, Local 373A	500	31-Aug-08	Negotiations continue.
Cargill Limited (High River)	UFCW, Local 1118	1,848	31-Dec-08	Negotiations continue.
Old Dutch Food Ltd. (Calgary)	UFCW, Local 401	181	16-May-08	Negotiations continue.

Recent Settlements in Other Jurisdictions

Employer	Union	No. of Employees	Duration	Expiry Date
Public Sector				
British Columbia				
Greater Vancouver Regional District	Teamsters, Local 31	369	60	31-Dec-11
Terms: 1st year 3.0%, 2nd year 3.0%, 3rd year 3.5%, 4th year 4.0, 5th year 4.0%. Source: Business Council of British Columbia, "Industrial Relations Bulletin", December 19, 2008.				
City of Vancouver	Firefighters,, Local 18	789	39	31-Mar-10
Terms: 1st year 3.5%, 2nd year 5.0%, 3rd year 5.0%. Source: Business Council of British Columbia, "Industrial Relations Bulletin", December 19, 2008.				
City of Burnaby	Firefighters, Local 323	273	36	31-Dec-09
Terms: 1st year 3.5%, 2nd year 5.0%, 3rd year 5.0%. Source: Business Council of British Columbia, "Industrial Relations Bulletin", December 19, 2008.				
Ontario				
University of Guelph	Steelworkers, Local 4120	843	36	30-Apr-11
Terms: 1st year lump sum payment, 2nd year 3.0%, 3rd year 3.0%. Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", August 2008.				
Quebec				
Laval University	Syndicat des professeurs et professeures	1,320	48	31-May-12
Terms: 1st year 3.0%, 2nd year 3.5%, 3rd year 2.25%*, 4th year 2.0%*. *Or equal to the increases in government funding, if this is greater on a percentage basis. Source: Human Resources and Skills Development Canada, "Workplace Bulletin", December 29, 2008.				
Canada				
CBC/Radio Canada	Association of Professionals and Supervisors	650	60	30-Jun-13
Terms: 1st year 2.25% - 3.0% (or average), 2nd year 2.25% - 3.0%, 3rd year 2.25% - 3.0%, 4th year 2.25% - 3.0%, 5th year 2.25% - 3.0%. Source: Human Resources and Skills Development Canada, "Workplace Bulletin", December 29, 2008.				
St. Lawrence Seaway Management Corporation	CAW, Local 4320	380	36	31-Mar-11
Terms: 1st year 3.0%, 2nd year 3.0%*, 3rd year 3.25%*. *Or CPI, if greater. Source: Human Resources and Skills Development Canada, "Workplace Bulletin", December 29, 2008.				
Private Sector				
British Columbia				
Okanagan Tree Fruit Cooperative	UFCW, Local 247	600	12	31-Aug-09
Terms: 1st year 3.0%. Source: Business Council of British Columbia, "Industrial Relations Bulletin", December 19, 2008.				
Ontario				
Johnson Controls (Whitby)	CAW, Local 222	684	36	25-Aug-11
Terms: 1st year $1,100 lump sum, 2nd year 0%, 3rd year 0%. Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", August 2008				
Children's Aid Society of Toronto	CUPE, Local 2316	900	36	31-Mar-11
Terms: 1st year 3.0%, 2nd year 3.25%, 3rd year 3.5%. Source: Ontario Ministry of Labour, "Collective Bargaining Highlights", August 2008.				
Quebec				
Fairmont Queen Elizabeth Hotel	Fedération du commerce (CSN)	700	48	30-Jun-12
Terms: 1st year 3.0%, 2nd year 3.0%, 3rd year 3.0%, 4th year 4.0%. Source: Human Resources and Skills Development Canada, "Workplace Bulletin", December 19, 2008.				

Recent Labour Relations Developments in Other Jurisdictions

Saskatchewan

Three health care unions, the Saskatchewan Government and General Employees Union, the Canadian Union of Public Employees, and the Service Employees International Union, representing about 25,000 employees are in bargaining with the Saskatchewan Association of Health Organizations (SAHO). Initial meetings were held in October and November 2008, and further bargaining is occurring in January 2009, and scheduled for March and April 2009. Initially, the three unions bargained separately with SAHO, but the parties will come together for joint bargaining when monetary issues come up for negotiation. A key issue to be addressed is dealing with the provisions of essential services legislation, passed by the Saskatchewan government in 2008. This primarily involves agreeing upon which employees should be deemed essential and therefore be required to work during a labour dispute.

Source: National Union of Public and General Employees (NUPGE) news release, "Bargaining affects 25,000 Sask. health care workers", January 20, 2009.

Ontario

After the union rejected the latest employer offer, Premier Dalton McGuinty recalled the Ontario legislature to bring an end to the strike by CUPE, Local 3903 members at York University. The strike has kept students out of class since November 6, 2008 and the University has been preparing plans to extend the academic year so that students can complete their fall and winter terms after the strike ends. The Ontario legislature met on Sunday January 25, 2009 to introduce back-to-work legislation. However, the legislation did not receive unanimous consent; which means it may take several more days before the law is in place.

Sources: cbc.ca, "Tory wants legislature recalled after striking York University staff reject offer", January 20, 2009; thestar.com, Tanya Talaga, "York students in limbo", January 26, 2009.

A strike by about 2,300 members of the Amalgamated Transit Union, Local 279 with the City of Ottawa continues. It began on December 10, 2008. A key issue is work scheduling, but the parties also continue to disagree on wages, sick days, and contracting out. The City has been trying to change bus schedules to try to save money, but the union has indicated more savings could be achieved through more preventative maintenance of buses. The City has stated that it may take up to 14 weeks after the strike ends before the fleet can be operational, but the union says, after a 1996 bus strike, most of the buses were operating within a week. This dispute is under federal labour relations jurisdiction, as some of the buses operate in Gatineau, Quebec.

Source: ottawacitizen.com, "Lax business maintenance costing Ottawa much more than scheduling system, union says", January 20, 2009.

About 9,000 part-time and contract instructors at 24 community across Ontario are voting on whether they wish to be represented by the Ontario Public Service Employees Union (OPSEU). The votes, being held between January 19 and February 5, 2009 at 60 locations, are under the supervision of the Ontario Labour Relations Board. OPSEU currently represents about 16,000 full-time academic and support staff at the colleges.

Source: cbc.ca, "Ontario college instructors vote on whether to unionize", January 19, 2009.

Quebec

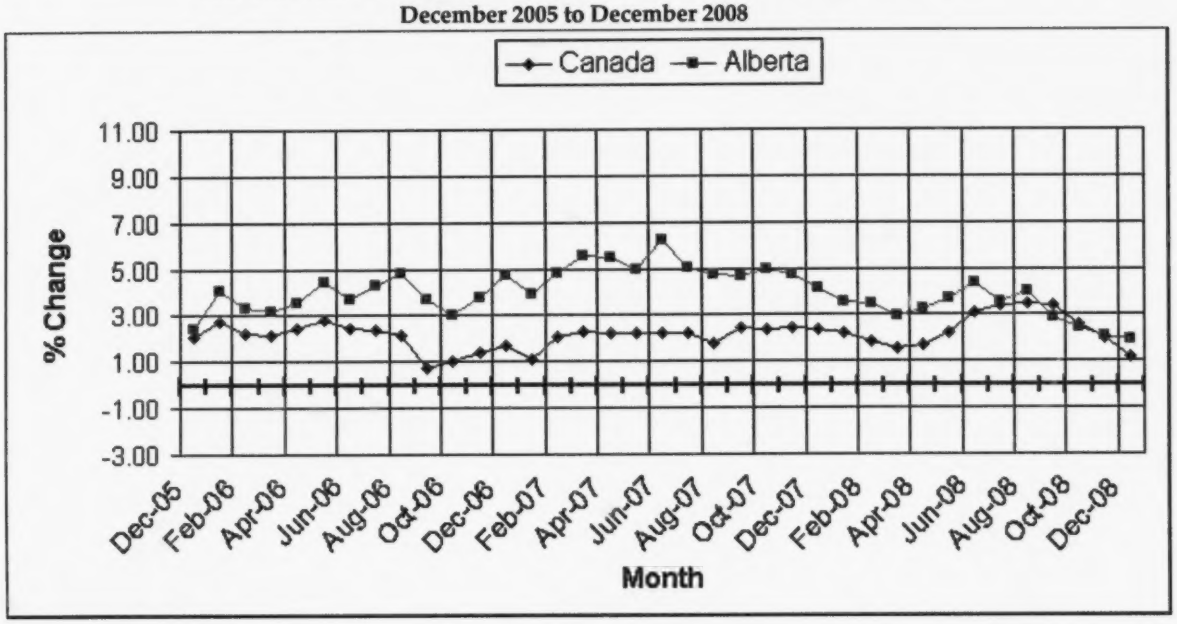
The Supreme Court of Canada is hearing an appeal from laid-off workers at a former Wal-Mart store in Jonquiere. The Supreme Court will consider whether Wal-Mart violated Quebec labour laws and the workers' constitutional rights by closing the store during negotiations for a first collective agreement with the United Food and Commercial Workers in 2005. Two lower court decisions in Quebec have ruled in Wal-Mart's favour, determining that a store cannot be forced to stay open against its will. Wal-Mart has contended it closed the Jonquiere store because it was struggling financially, and not because of the union activities. The Canadian Labour Congress is intervening on the workers' side to argue against an "unfettered right to close down operations" when workers unionize. The Canadian Chamber of Commerce and the Canadian Association of Manufacturers are intervening on the side of Wal-Mart to urge the Supreme Court to uphold business flexibility.

Source: www.canada.com (Canwest News Service), Janice Tibbetts, "SCOC to hear Wal-Mart union case", January 20, 2009.

Consumer Price Index (CPI), Canada versus Alberta

Year over Year % Change (Monthly in CPI: Canada & Alberta (2002=100)

December 2005 to December 2008



Consumer Price Index (2002=100): Canada, Alberta, Edmonton & Calgary, 2005 to 2008

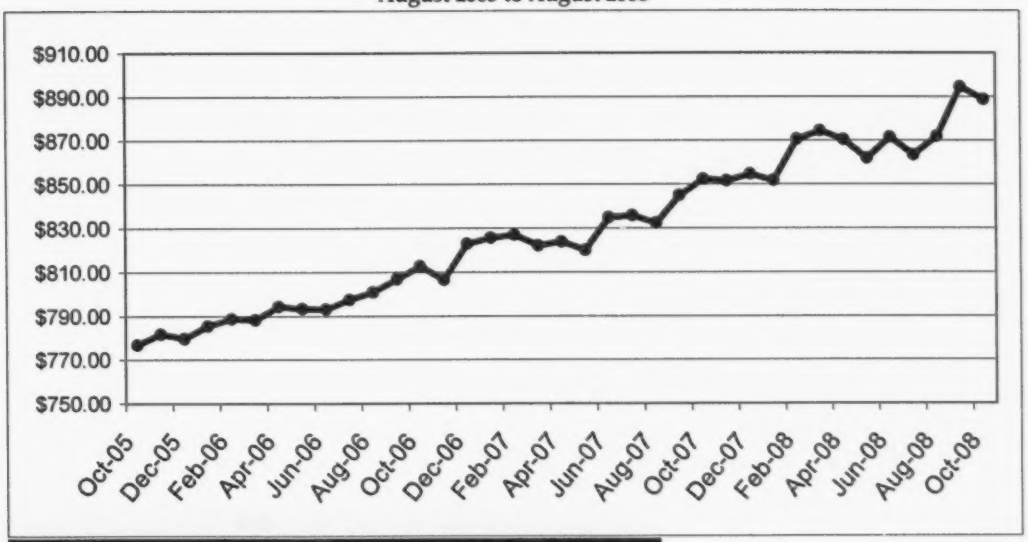
	Canada		Alberta		Edmonton		Calgary	
Year	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)	CPI (2002=100)	Yr. Over Yr. % Change (Annual)
2006	109.12	2.00	112.34	3.88	112.01	3.12	111.92	4.56
2007	111.45	2.14	117.88	4.93	117.43	4.84	117.97	5.40
2008	114.11	2.39	121.63	3.18	121.39	3.37	121.79	3.24
Month (2007/2008)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)	CPI (2002=100)	Yr. Over Yr. % Change (Monthly)
Dec-07	112.0	2.38	118.9	4.12	118.6	4.49	119.0	3.75
Jan-08	111.8	2.19	118.8	3.57	118.5	4.04	118.9	3.39
Feb-08	112.2	1.81	119.0	3.48	118.7	3.94	119.1	3.03
Mar-08	112.8	1.53	119.8	2.92	119.5	3.28	120.0	2.83
Apr-08	113.5	1.70	121.3	3.23	121.2	3.59	121.2	3.06
May-08	114.6	2.23	122.2	3.74	121.9	4.10	122.3	4.00
Jun-08	115.4	3.13	124.0	4.38	123.7	4.30	123.9	4.47
Jul-08	115.8	3.39	123.3	3.53	123.6	4.04	123.0	3.27
Aug-08	115.6	3.49	124.1	4.02	123.6	3.78	124.4	4.27
Sep-08	115.7	3.40	122.8	2.85	122.3	2.69	123.1	3.19
Oct-08	114.5	2.60	121.5	2.45	121.3	2.54	121.8	2.61
Nov-08	114.1	1.97	121.6	2.10	121.4	2.19	122.0	2.43
Dec-08	113.3	1.16	121.2	1.93	121.0	2.02	121.8	2.35

Year over Year % Change (Annual) - (Ave. of current year CPI - Ave. of previous year CPI) / Ave. of previous year CPI x 100

Year over Year % Change (Monthly) - (Current month CPI - Same month previous year CPI) / Same month previous year CPI x 100

Source: Statistics Canada Consumer Price Index

Year over Year Change (Monthly in AAWE*)
August 2005 to August 2008



Month	AAWE	Yr. Over Yr. % Change (Monthly)	Year	AAWE	Yr. Over Yr. % Change (Annual)
Oct-07	$852.37	4.89	2004	$724.42	2.97
Nov-07	$851.59	5.60	2005	$762.08	5.20
Dec-07	$854.65	3.86	2006	$799.14	4.86
Jan-08	$851.62	3.16	2007	$835.37	4.53
Feb-08	$870.49	5.27	2008**	$871.84	4.37
Mar-08	$874.22	6.36			
Apr-08	$870.30	5.65			
May-08	$861.88	5.11			
Jun-08	$871.51	4.40			
Jul-08	$863.35	3.31			
Aug-08	$871.85	4.76			
Sep-08	$894.46	5.85			
Oct-08	$888.73	4.27			

*The average weekly earnings for Alberta (based on the Statistics Canada Survey of Employment, Payroll and Hours), unadjusted for seasonal variation, by type of employee for selected industries classified using the North American Industry Classification System (NAICS), monthly (Dollars) (281-0026).

**Figue based on all data reported to date.

Year over Year % Change (Annual) - (Ave. of current year AAWE - Ave. of previous year AAWE) / Ave. of previous year AAWE x 100

Year over Year % Change (Monthly) - (Current month AAWE - Same month previous year AAWE) / Same month previous year AAWE x 100

Source: Alberta Finance and Enterprise, Monthly Economic Review.

Union Name Listing

Asbestos Workers – International Association of Heat and Frost Insulators and Asbestos Workers
ATA – Alberta Teachers' Association
ATU – Amalgamated Transit Union
AUPE – Alberta Union of Provincial Employees
Bakery Workers – Bakery, Confectionery and Tobacco Workers International Union
Boilermakers – International Brotherhood of Boilermakers, Ironship Builders, Blacksmiths, Forgers, and Helpers
Bricklayers – International Union of Bricklayers and Allied Craftsworkers
CAAMSE – Central Alberta Association of Municipal School Employees Union
Carpenters – United Brotherhood of Carpenters and Joiners of America
CAW – Canada National Automobile, Aerospace, Transportation and General Workers Union of Canada
CEP Communications, Energy and Paperworkers Union
CLAC – Christian Labour Association of Canada
Communications Workers – Communications Workers of North America
COPE – Canadian Office and Professional Employees Union
CSU 52 – Civic Service Union 52
CUPE – Canadian Union of Public Employees
Elevator Constructors – International Union of Elevators Constructors
GCIU – Graphics Communications International Union
Glass, Molders, Pottery, Plastics – Glass, Molders, Pottery, Plastics and Allied Workers International Union
Glass Workers – Aluminum, Brick and Glass Workers International Union
HSAA – Health Sciences Association of Alberta
IAFF – International Association of Firefighters
IATSE – International Alliance of Theatrical Stage Employees and Moving Picture Machine Operators of the United States and Canada
IBEW – International Brotherhood of Electrical Workers
Iron Workers – International Association of Bridge, Structural and Ornamental Iron Workers
IUOE – International Union of Operating Engineers
Labourers – Labourers' International Union of North America
Machinists – International Association of Machinists and Aerospace Workers
MCWA – Media and Communications Workers of Alberta
Mine Workers – United Mine Workers of America
Musicians – American Federation of Musicians of the United States and Canada
NASA – Non-Academic Staff Association
Painters – International Brotherhood of Painters and Allied Trades
Plasterers/Cement Masons – Operative Plasterers and Cement Masons International Association of the United States and Canada
Plumbers – The United Association of Journeymen and Apprentices of the Plumbing and Pipefitting Industry of the United States and Canada
PPWC – Pulp, Paper and Woodworkers of Canada
PSAC – Public Service Alliance of Canada
SEIU – Service Employees International Union
Sheet Metal Workers – Sheet Metal Workers International Association
Steelworkers – United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union
Teamsters – International Brotherhood of Teamsters
TWU – Telecommunications Workers Union
UFCW – United Food and Commercial Workers
UNA – United Nurses of Alberta
UNITE HERE – Union of Needletrades, Industrial and Textile Employees and Hotel Employees and Restaurant Employees

Please note that industry associations may not appear in the above listing.